

WORKSHOP PRESENTATION

# **“CAREER DEVELOPMENT: TURNING DREAMS INTO REALITY”**

*Career Development is the*

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## Career Development:

Turning Dreams into  
Reality

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## GREAT WEBSITES FOR TEACHERS AND SCHOOL COUNSELORS:

- [www.khake.com](http://www.khake.com)
- [www.ocis.org](http://www.ocis.org)  
(Ohio Career Information System)
- [www.pacareerstandards.com](http://www.pacareerstandards.com)
- [www.acrnetwork.org](http://www.acrnetwork.org)
- [www.pasca-web.org](http://www.pasca-web.org)

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A BIG  
**THANK YOU**  
to the entire school staff

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# CAREER DEVELOPMENT???

What am I going to do after school? Probably go home and take a nap.

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Non-Sagittarius

HON TEEN-AGERS  
THINK LIFE WORKS.

YOU'D BE  
LIFE FREE  
WITH THAT?

CAREER CHOICES

ACCOUNTANT	BUTCHER	DOCTOR
ARCHITECT	CARPENTER	ELECTRICIAN
ARTIST	CHEF	ENGINEER
BANKER	CLERK	FIRE FIGHTER
BOOKKEEPER	CONCRETE WORKER	HAIR STYLIST
BUS DRIVER	COOK	
CAJON	DENTIST	

VERY CAREER-CONSCIOUS AND RESPONSIBLE. THAT'S

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Treat every  
child with love,  
You never know  
they may someday  
be your dentist.

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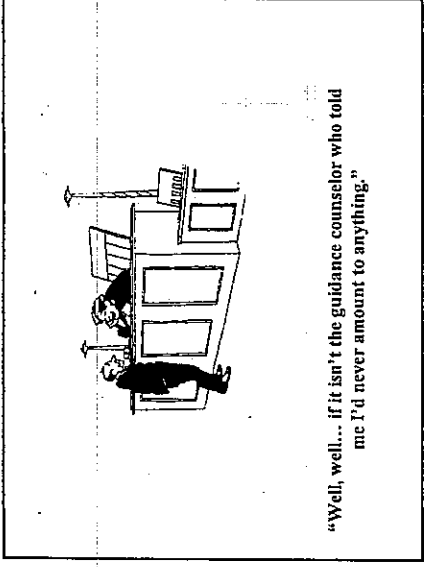
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**FACTS TO BE AWARE OF.....**

- ▼ 1. Career Development can no longer be an add-on for students.
- ▼ 2. Career information and education are too important for only one person to promote.
- ▼ 3. School counselors are already overburdened with: Large case loads, Re-acting to emergencies, Record Keeping.
- ▼ 4. Traditionally school counselors spend 70% of time with 30% of class, 30% of time with remaining 70% of class.

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Career Development  
**MUST** Become  
Integrated to The  
School Curriculum in  
Every Major Subject at  
All Grade Levels.

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A. Career Determinism from 65 – 70% of students in grades 8, 9, and 10.

I'm going to be:

- Grandparents did Reactive
- Parents did
- Friends say

B. A Comprehensive Career Development program:

- Collaborative, integrated and consistent help to empower students to be Pro-active regarding their future.
- Assisting students to be more tied to their potential and not to their history.
- Students taking responsibility for their own life and their choices.

"Career Development must become everybody's business!"

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### Students asking:

1. What am I learning?
2. Why am I learning it?
3. How can I use it?

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**You can  
encourage  
students to  
chase their  
dreams.  
Or you can  
show them how  
to catch them.**

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▼ Career Development begins with dreams.

▼ Dreams have the power and inspiration to direct a person's journey throughout life!

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Hold fast to your dreams  
For if your dreams die,  
Life becomes a broken-winged bird  
That cannot fly.

Hold fast to your dreams  
For if your dreams go,  
Life becomes a barren field  
Frozen with snow.

..... Langston Hughes

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# SOME STUDENTS HAVE NO DREAMS OR DON'T KNOW HOW TO DREAM BECAUSE.....

- Don't know themselves  
Unique talents, achievements,  
interests aptitude, etc.
- Don't see themselves as a positive force,  
a good person who can make a difference.
- Don't have belief and faith in themselves.
- Don't see or understand their options and  
possibilities.
- Don't have outside help in "coaching" and  
positive role models in nurturing their  
dreams in connecting possibilities to the  
future.

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## PENNSYLVANIA CHALLENGES

- Businesses often can't find skilled workforce to compete in the global, technologically driven economy.  
\*82% of businesses surveyed by the Business Calling Program since 2003 say they are having difficulty recruiting the skilled workforce they need.
- Low educational levels compared to other states and too few opportunities for adults to increase skills or participate in lifelong learning.  
\*PA ranks 46<sup>th</sup> among states in percent of persons with a high school diploma or less.
- Students are not prepared for today's world of work.

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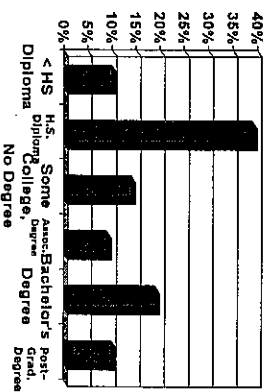
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## Too few PA workers have the education to keep up with rapid technological change

Educational Attainment for the Pennsylvanian Labor Force (2004)




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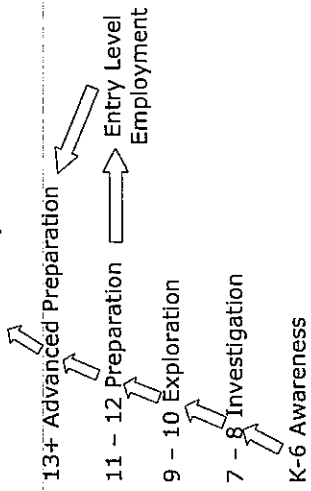
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## Career Development Process




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## Academic Standards for Career Education and Work

- ✓ Career Awareness and Preparation
- ✓ Career Acquisition (Getting a Job)
- ✓ Career Retention and Advancement
- ✓ Entrepreneurship

For Grades: 3, 5, 8, 11

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## What do the new CEW standards attempt to do?

- ✓ Brings the World of Work into the classroom in a consistent manner in grades 3, 5, 8, and 11.
  - a. Introduced in grade three and reinforced by all teachers at all grade levels...
- ✓ Answers the "why" of education...
  - a. Students start to see the purpose and reason for education.
  - b. Students begin to value their education.....a "ticket" to a better life.
  - c. Students begin to focus on possible career paths and career research.

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## Two Things to do in Getting Started:

1. Create a community school Career Development Advisory Committee.
  - \* Local Business Leaders
  - \* Higher Education Representatives
  - \* Parents
  - \* School Personnel
  - \* At least two Students

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## 2. Conduct two Surveys

- \* Of your Local School District
  - What is already happening in Career Development per grade level?
- \* Of your Local Community
  - What Career Development Resources can you and your Students draw upon at the local level?

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## Connecting the Standards to Your Local Community

### Reasons Why:

- \* Building a solid foundation with your local community and business reps helps to bring about ownership. They get to see and share in the big picture of helping students discover and build their future career plans. They are doing their part in positively influencing the economic future of Pennsylvania.
- \* Such on-going input from the business community gives "life and breath" to the Standards within a particular region.....helps to keep Standards current for that area.

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## Academic Standards for Career Education and Work

### ▼ Career Awareness and Preparation

#### Help Students:

- Self-Understand through Group Testing (Ability, Achievement, Aptitude)
- Understand Nontraditional Careers
- Research Careers
- Prepare and Plan for a Career

### ▼ Career Acquisition (Getting a Job)

#### Help Students:

- Develop Good Communication Skills (Reading, Writing, Listening)
- Use Newspapers, and Computers to access Career Information
- Plan a Resume and Start a Career Portfolio
- Conduct Mock Job Interviews

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## Academic Standards for Career Education and Work

### ▼ Career Retention and Advancement

#### Help Students:

- Handle Money and Budget
- Understand Good Work Habits
- Understand Time Management Skills
- Understand Conflict Resolution Skills

### ▼ Entrepreneurship

#### Help Students:

- Compare Working for Self vs. Work for Others
- Select a Good Business
- Write a Business Plan
- Finance a Business Plan

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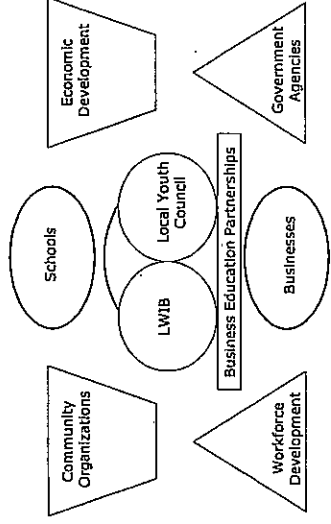
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## Making Career Development A Combined State-wide Effort




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